



Lancaster University College at Beijing Jiaotong University

PERSON SPECIFICATION Lecturer in Management

Criteria	Essential/ Desirable	* Application Form/ Supporting Statements/ Interview
Ph.D /D. Phil in the social sciences (submitted or completed)	Essential	Application Form
University lecturing/teaching experience. A capacity and willingness to teach effectively at undergraduate and masters levels in the area of Management and Organisational Studies, and Marketing, and to contribute more generally to other courses in the departments and Management School.	Essential	Application Form/ Interview
Ability to spend at minimum two periods of five weeks each year at Lancaster University College at Beijing-Jiaotong University	Essential	Application Form/ Interview
An ability to identify relevant connections to areas of and approaches to research and teaching in the departments of Marketing or Organisation, Work and Technology.	Essential	Application Form/ Interview
Publication(s) in areas relevant to the departments' research foci.	Essential	Application Form/ Interview
The capacity and willingness to seek funding for empirical research from research councils, the EU and other funding bodies	Essential	Application Form/ Interview
A capacity for taking on administrative and management responsibilities, tasks and roles.	Desirable	Application Form/ Interview
A range of excellent communication and interpersonal skills	Essential	Application Form/ Interview
A high level of collegiality and evidence of participative activity	Essential	Application Form/ Interview

An understanding of the challenges associated with international teaching and an ability to overcome these challenges	Essential	Application Form/ Interview

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- **Application Form** – assessed against the application form, curriculum vitae and letter of support. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence eg award of a qualification. Will be “scored” as part of the shortlisting process.
- **Supporting Statements** - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- **Interview** – assessed during the interview process by either competency based interview questions, tests, presentation etc.